

Selection Process

The process will include a written exam, physical agility test, panel interview and other related test components. Successful completion of a background investigation, credit check, polygraph exam and medical evaluation are required for this position.

Only candidates who have graduated from a California P.O.S.T. Academy within the last 12 months are able to waive our written and physical agility exams. We do not accept test results from other agencies or testing facilities.

Our written exam does not conflict with California P.O.S.T.'s rule about re-taking their written exam within a 30 day period.

Only those candidates who have the best combination of qualifications in relation to the requirements and duties of the position will continue in the selection process. Meeting the minimum qualifications does not guarantee an invitation to participate in the process.

THE CITY OF FREMONT IS AN EQUAL OPPORTUNITY EMPLOYER

REASONABLE ACCOMMODATION

Human Resources will make reasonable efforts in the examination process to accommodate persons with disabilities. Please advise Human Resources of any special needs in advance of the selection process by calling (510) 494-4660.

The information contained herein is subject to change and does not constitute



Tentative Recruitment Schedule

- Written Exam - March 2013
- Physical Agility Exam - April 2013
- Oral Board Interviews - April 2013
- Background Investigation - April 2013
- Medical Exam - May 2013
- Start Date - June 2013

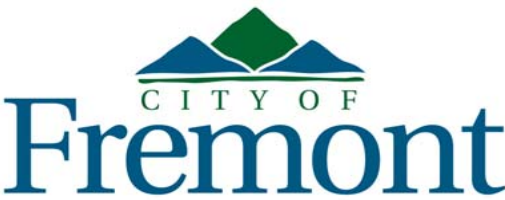


Contact the City

Phone: (510) 494-4660  
Website: [www.fremont.gov/employment](http://www.fremont.gov/employment)

Human Resources Department  
City of Fremont  
3300 Capitol Avenue, Building B  
Fremont, CA 94538

Connect with Us:    



Invites Your Interest In The Position Of

Police Officer



Are you interested in being part of a dynamic city where you can truly make an impact? Would you like to be part of a progressive state-of-the-art organization? Do you enjoy interacting with and making a difference in the community? Then the Fremont Police Department may be the place for you!

The recruitment will close once we have received enough qualified applicants to begin the examination process. Interested candidates are encouraged to apply as soon as possible.

# YOUR FUTURE IS IN FREMONT



## This is Our Fremont Community

The City of Fremont is a full-service city with a budget of \$133.5 million in fiscal year 2012-2013, employing 840 regular employees. As the 4th largest city in the Bay Area, Fremont enjoys strong demographics and is one of the most culturally and ethnically diverse communities in the region. With its strong and diversified business base, Fremont is an important economic force in the region. It is also recognized for its superior schools, quality parks and amenities, and low crime rate. The City strives to be an innovator in municipal government, with dynamic leadership provided by the City Council and City Manager.

## A Tradition of Excellence

*Public Safety Through Professional Law Enforcement*  
*Fremont Police Department Mission Statement*

Police Officers interact with the citizens of Fremont to perform community oriented law enforcement and crime prevention. In addition, incumbents control traffic, investigate vehicle accidents, enforce state and local traffic regulations, laws and ordinances, and perform related work as assigned or required.

## Examples of Duties

- ◆ Operate advanced motorized equipment and technology while patrolling or walking an assigned area for the prevention of crime and the enforcement of laws and regulations
- ◆ Respond to radio messages or telephone instructions and appear at scenes of crime or disorder
- ◆ Investigate and prepare reports on accidents, offenses and damage to property
- ◆ Make arrests, issue citations and direct traffic
- ◆ Intervene in private or public disputes to protect the public and maintain order
- ◆ Serve subpoenas and warrants
- ◆ Write case reports and a log of activities
- ◆ Interrogate victims, witnesses and suspects
- ◆ Appear in court to present evidence, and otherwise assist in criminal investigations
- ◆ Other duties as assigned

## Education and Experience

- ◆ High school graduation, or equivalent, is required.

## Licenses/Certificates/Special Requirements

- ◆ California Government Code Section 1031(a) requires that Police Officers be citizens of the United States. California Government Code Section 1031.5 requires that permanent resident aliens who desire to be employed as Police Officers be eligible for and have applied for citizenship.
- ◆ Must be 20-1/2 years of age at time of filing and 21 years of age at time of appointment (no upper age limit).
- ◆ Ability to pass a job related medical examination, which will include a drug screen, and a psychological evaluation.

- ◆ Must pass an extensive background check including a polygraph examination. A record of repeated criminal misdemeanors and/or felony violations or other infractions of the law may be disqualifying.
- ◆ Possession of a Class C California driver's license at the time of appointment and satisfactory driving record is required.

## Veteran's Preference Points

Each qualified veteran applicant who meets the minimum qualifications for the position shall have three points added to his/her written exam score.

Veteran's Preference Points are available to Police Officer job applicants who were honorably discharged and served at least six consecutive months of active duty in the U.S. Armed Forces in the five years preceding the date of application for employment. Veteran's Preference Points also apply to job applicants who are currently in the U.S. Armed Forces and have served at least six consecutive months of active duty.

An applicant claiming veteran's preference must file with his/her application a legible copy of his/her honorable discharge form (Federal Form DD-214 - Report of Separation) indicating the type of discharge and the dates of active service. If currently active, a copy of a valid military ID card must be provided.

## P.O.S.T. Academy Graduates

If you are a California P.O.S.T. Academy Graduate with a certificate dated within one (1) year of application, please include a copy with your application materials.

Academy Graduates who meet these requirements and submit the required documents will be waived from our written exam and physical agility test, and begin the selection process at the oral panel interview phase.



## Compensation and Benefits

The annual salary is \$77,608 — \$94,354 depending on qualifications. Current benefit features include:

CalPERS Retirement Benefit\*

- ◆ Classic Employees - 3% @ 55 benefit, 3 year final average compensation.
- ◆ New Employees - 2.7% @ 57 benefit, 3 year final average compensation.
- ◆ Required PERS contributions vary by plan. All required contributions are tax deferred.
- ◆ Cafeteria Benefits Plan for employees/dependents includes \$1,580 monthly for vision, medical and dental plans; child care and medical expenses can be paid for with pre-tax dollars.

A complete benefits summary can be found at Fremont.gov or by using this link:

[Benefits Summary](#)

This position is represented by the FPA bargaining unit. The probationary period for this position is twenty-four (24) months.

\*Refer to CalPERS website for complete definitions of Classic and New employees: [www.calpers.ca.gov](http://www.calpers.ca.gov).

## Application Instructions

To be considered for this position, **submit a completed City application and resume:**

- ◆ Through our online application system at [www.fremont.gov/apply](http://www.fremont.gov/apply) or;
- ◆ To the Human Resources Department at 3300 Capitol Avenue, Building B, Fremont, CA 94538

The recruitment will close once enough qualified applications have been received to begin the examination process.